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The Chief Mechanical Engineer,
E.A.H.&H.
N A I R O B I.

21st September, 1964.

c.c. Ministry of Communication Industry Uganda.

c.c. The Secretary General Common Services Organisation.

cc. The Secretary RAU Nairobi.

c.c. The President of RAU Uganda.

AFRICANISATION IN MECHANICAL DEPARTMENT:

I would like to draw your attention to the above subject which appears to be escaping your duties towards ensuring that it is achieved as has been laid down in the Udojo's Africanisation report of which the East African Common Services has accepted in full.

Frankly speaking you have not changed your idears of the past on which preference in your department has always been accorded to Europeans and Asians. The following are the jobs in your department which you have delayed to Africanise and I call upon you to do all you can to replace the suitable experienced, and educated Africans in the places which are now occupied by Europeans on conduct terms, and the Asian who should be retired to give room to the Africans who have suffered for a very long period without sound advaucement due to have been denied.

Equal opportunity as is given to Europeans and Asians, to prove that the Africans are ready to shoulder responsible jobs as any other races. Challenge over Europeans serving on contruct terms, and Asians, being maintained to block chances of African Staff.

The Europeans on contract terms should be done away with immediately especially those who are holding non proffesional and non-technical jobs because I am sure if the existing African serving staff are given the opportunity, they are able to handle these jobs efficiently.

In the Annual Conference of the Railway African Union of Kenya held at Kisumu in September, 1963, the President of the Union asked the General Manager why he was still retaining Europeans on contract terms, when there are Africans who can do the jobs? The General Manager replied that terms of Europeans serving on contruct terms are being reviewed from time to time and that only those whose their jobs, cannot be performed with Africans, would be allowed to continue until Africans are available.

To refer this to the policy in your department. It is clear that your present policy is to maintain Europeans on contract terms, and Asians as long as possible in order to block the advancement of Africans.

We cannot allow this sort of policy to continue as the wishes of the people of East African Countries, are to see Africans holding responsible jobs in Mechanical Department and in all others. The existing great changes of Africanisation in other departments, and in all government services should not leave Mechanical Dept. to an insolated island of Europeans and Asians.

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African in Mechanical Dept. have suffered as all other who are being given responsible jobs in other departments. Therefore you should allow Africans in Mechanical Dept. rejoice the fruits which are being enjoyed with other Africans in their Departments thus holding responsible jobs.

For a long period you have undermined the Africans in your Department and in this connection you are still working with your past policies which are quite out of date. The time to safeguard jobs for Europeans and Asians is gone, now opportunity should be opened to the Africans whom the East African common Services requires very much. On the job which you have delayed to africanise I have to give you the following points.

1. LOCO INSPECTORS:

Most of the present holders are Europeans, they took over these jobs straight from driving. They did not undergo any Training. On the side of a few Africans whom you are recruiting, you have made very tough conditions to them these Africans have been drivers, as the present Europeans Loco-Inspectors. You have now decided that due to a black colour the Africans should attend the Training School for Loco-Inspectors course for six weeks. After this course, those who passed, you are still blocking them and you have designated them as Trainee Loco-Inspectors. It is about one year since these Africans left the Training School. It is shame to hold staff as long as you are doing without confirming them to be fully Loco-Inspectors.

How long will these Africans with eduction, experience, long service remain as Trainee Loco-Inspectors? The present Europeans Loco-Inspectors should be retired to give chance to these Africans. Also you must consider to shorten Loco-Inspectors course as much as possible. There is no need for such long course as you insist on. It shows that you prolong this course in order to maintain Europeans much longer than they are required.

2. LOCO INSTRUCTORS IN SHEDS:

Most of the present holders are Europeans on contract terms who have been drivers. As far as I can see these jobs were created to give room to the expatriate European drivers who are no longer required. These Loco-Instructors are doing very little. There are Africans who are ready to take over from the Europeans.

3. RUNNING SHIFT FOREMEN, NAIROBI SHED.

There is no reason why Europeans should continue to hold these jobs when there are so many Africans who are suitable to take over these jobs.

4. WORKING FOREMEN AND CHARGE HANDS.

It shocks we Africans to find that these jobs are still being given to Europeans and yet there are a lot of Africans who are ready, to take over these jobs. There are some Africans who are much better of than the present Europeans but due to your policy you are still denying them opportunity to advance. Immediate Africanisation with equal grades which the present Europeans are holding is demanded.

5. SHED MASTERS:

If you really had interest to serve in East African, you should have promoted some suitable Africans to this jobs. You are working quite contrary to the wishes of the citizens of East Africa. Regarding this issue, you are trying to block Africans to hold Shed Masters' jobs which are non professional non technical. Every step should now be taken to bring Africans to control these jobs.

6. LOCOMOTIVE DRIVERS, EUROPEANS AND ASIANS:

These jobs should be africanised as soon as possible. There are so many Africans who are educated suitable and experienced who are ready to hold these jobs but you are still blocking them.

You may say that most of the existing Africans are illeterate that is why you still maintain these Europeans and Asians to drive diesel Engines. On this issue there are many educated fɸremen whom you have forgotten for many years, their service range from 6 to 9 years. If these educated experienced and suitable fɸremen are given equal opportunity of Training as their counterpart Europeans and Asians, who were employed in divisional I and II and these African fɸremen were discriminated and employed in group C. But their education is equal to the one of Europeans and Asians, even some educated African fɸremen are better in education than these Europeans and Asian drivers.

You have gone great harm to these educated experienced and suitable fɸremen. Due to education and not making your Training programme of Drivers, a clear to these educated fɸremen, in 1957 you opened a Training School to Trainee drivers straight from the Schools. When you did this you know very well that you had plenty of educated fɸremen already in service, in 1954, 1955 and 1956. Because when these educated firemen were employed they proved to their immediate superiors that they were educated and this was accordingly recorded in their personal files.

1. Loco-Inspectors
2. Loco-Instructors.
3. Running shift foremen line Nairobi Shed and also where there are still Europeans and Asians holding these jobs.
4. Working foremen and charge hands.
5. Shed Master.

Copies of which you have. Now these Junior experienced Trainee drivers have superceded these educated fɸremen with same educational qualification.

Your policy is in human to educate fɸremen for it blocks educated fɸremen to find that the Junior men employed in 1957 and 1958 are now drivers and the educated fɸremen employed in 1955, 1956, are still fɸremen. These educated fɸremen have always asked you to be given a test and undergo Training to hold drivers jobs, but you have denied them such chance.

This request should not be turned down because in all departments educated staff are allowed certain examination if they pass are sent to the Training school for further course to advance staff who were employed along together in other departments and who are of the same educational qualification, with these educated fɸremen, are now holding responsible jobs, in as from Grade X, IIIA to Grade IX and these educated foremen as still in group C, and the Asians and Europeans drivers are being maintained to block them.

JOSEPH OKUKU.

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